

3. All other managerial positions abroad warrant the qualifications of a secretary at the SCY-2 level.

The Committee did not fail to recognize the fact that the formula outlined above could be misconstrued as a reinstatement of the former "rug-ranking" concept. This was discussed and argued at some length, but the final verdict was always the same: call it what you will, there must be some well thought-out and just system whereby rotational positions can be classified in some way that will reflect most fairly the highest level of competence brought to a particular position. The position must be classified at the level of complexity and responsibilities expected - not at what the incumbent, who may be an under-fill, may be doing at the time of classification. This is not "rug-ranking", but "position-ranking", and is considered necessary for a rotational service.

WE THEREFORE RECOMMEND THAT

1. *Positions abroad be established at the minimum of the SCY-2 level, and that recruitment remain at the SCY-1 level, with eligibility for promotion to the SCY-2 level upon meeting all the established requirements.*
2. *The Classification Section obtain all the job descriptions which were done in the last (1975) re-classification exercise and that, using these descriptions as a guide, all duties being done at all levels be itemized and three job descriptions be written for each level. If this means exploiting the classification system to ensure the correct benchmarks are arrived at, the Committee recommends such exploitation.*
3. *The Classification Section classify positions on the basis of the new job descriptions and the positions then be matched with position numbers at posts, according to the breakdown on Pages 44 and 45.*